

**CAMPARI
GROUP**

**CAMPARI GROUP
EMPLOYEES & HUMAN RIGHTS POLICY**

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TOASTING LIFE TOGETHER

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Human Rights Statement

Campari Group supports the United Nations Universal Declaration of Human Rights¹ and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work². We assure legal compliance to national legislations relating to human rights in those countries where we operate. In case of differences between the content of our policies and national regulations, we will always apply the most stringent requirements. We expect our employees, suppliers and clients to actively support and respect the principles and commitments outlined in the ten sections of our Employees' & Human Rights Policy.

Implementation

All Group's subsidiaries shall take appropriate action to ensure that the provisions of this policy are circulated to their employees and contractors in local language. Principles outlined in the policy shall be incorporated in training programs in order to raise awareness of specific behaviors and actions that might lead to or result in human rights violations. Campari Group will monitor the compliance of its operating units with its human rights commitments by monitoring and analyzing its grievance mechanisms as appropriate. The Group also commits to continuous focus on ensuring the effectiveness of the whistleblowing procedures for reporting any illegal behavior and/or irregularities via the Campari Safe Line. This channel of communication is available to Camparistas and external stakeholders, and it is overseen by our Legal and Internal Audit functions.

Campari Group's Employees' & Human Rights Policy covers the following sections:

1. Non- discrimination
2. Forced Labour
3. Child Labour
4. Harassment
5. Diversity
6. Working Conditions, including hours and remuneration
7. Freedom of Association and the Right to Collective Bargaining
8. Training and Personal Development
9. Community Involvement
10. Quality, Health, Safety & Environment

1. The Universal Declaration of Human Rights, General Assembly of the United Nations, 10 December 1948, available at www.un.org/en/documents/udhr/.

2. The eight Fundamental Conventions identified by the Governing Body of the ILO, available at www.ilo.org/declaration/info/publications/WCMS_095895/lang--en/index.htm.

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1. Non-discrimination

Campari Group rejects all forms of discrimination, particularly discrimination by race, gender, age, language, nationality, ethnic origin, religion, sexual orientation, inheritance, trade union or political affiliation, personal or social condition, disability and health status, and is committed to ensuring equal opportunities at work and in career advancement. Employees' hiring, training, pay, promotion, transfer and termination of employment are in no way influenced by discriminatory reasons.

2. Forced Labour

Campari Group will not engage in or support the use of forced or compulsory labour – such as prison labour, debt bondage, trafficking or serfdom. The Group prohibits all forms of forced or compulsory labor and thus all employment relationships must be voluntary in nature. Campari Group will avoid working with suppliers or employment agencies that are known to be making use of forced labour in their operations.

3. Child Labour

Campari Group respects the rights of the child, including the right to education, the right to rest and play and the right to have the child's basic needs met. Campari Group will therefore not engage in or support the use of child labour. Furthermore, the Group is committed to the elimination of child labour in its supply chain. Campari Group follows the ILO definition³ of the minimum age for admission to employment or work. This age shall not be less than the age of completion of compulsory schooling and in any case not be less than 15 years of age, except in some developing countries where it is 14 years of age. In case local laws set a higher age to define what is considered a child, Campari Group will abide to the local law.

4. Harassment

The Group is committed to guaranteeing the best possible protection of working conditions in order to safeguard employees' health, safety and psycho-physical integrity with respect for each individual's personality. Campari Group values a work environment that respects the personal and professional dignity and worth of each individual. Harassment, in whatever form, is considered unacceptable and will not be condoned.

5. Diversity

Campari Group, which operates on practically all world markets and has offices and plants in numerous different countries, believes that the contribution made by people with profoundly different personal, cultural and professional backgrounds constitutes a source of enrichment and growth for the Group. The respect for diversity that characterizes us as a Group is an additional source of value for the quality of our working life and a key part of our identity.

6. Working Conditions, including hours and remuneration

Campari Group treats all employees fairly and honestly regardless of where they work. All staff will have a written contract of employment, with agreed terms and conditions, including notice periods on both sides. All staff are entitled to reasonable rest breaks, access to toilets and portable water at their place of work, and holiday leave in accordance with the legislation of the country where they work. All employees are provided with appropriate job skills training. The Group recognizes the need to provide flexible temporary or permanent working arrangements, based on differing requirements.

3. The ILO Convention No. 138 on the minimum age for admission to employment and work, available at «<http://www.ilo.org/ipecc/facts/ILOconventionsonchildlabour/lang--en/index.htm>».

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Moreover, programs aimed at providing healthier lifestyles are encouraged and facilitated in the Group's offices and plants. Campari Group will always comply with local laws, regulations and/or local customs with regard to working hours, overtime and minimum wages. The Group is committed to fostering and maintaining a secure workplace for all employees and to protecting employees, visitors and assets with reasonable and responsible security systems, measures and procedures in all facilities and events.

7. Freedom of Association and the Right to Collective Bargaining

Campari Group respects the right of its employees to be represented in order to advance their legitimate interests. This includes the right of internal and/or external employee representatives to be acknowledged as partners in negotiations and consultations subject to local laws.

8. Training and Personal Development

Campari Group acknowledges the importance of training and personal development of its employees. As a result, the Group is committed to ensuring that each person has the opportunity to develop their unique abilities in performing their work. The Group provides for regular training on topics that are relevant to the business and/or to the function of the employee. Campari Group also promotes policies aimed at the development of skills relevant for its operations and in line with the talents of its employees (e.g. job rotation, job shadowing, business coaching, mentoring).

9. Community Involvement

Campari Group is aware of the needs of communities in the countries in which it has a significant presence and engages in community projects, promoting excellence, entrepreneurship and equal opportunities in different ways. Campari Group is committed to protect and promote the overall well-being of communities where operates, by paying particular attention to children's education and health, combating poverty, professional empowerment for the youth and the dissemination of culture.

10. Quality, Health, Safety & Environment

Primary and fundamental principles of Campari Group are the quality and safety of its products, the health and safety of its employees and customers and the protection of the environment. The Group carries out its operations in compliance with the environmental laws, regulations and policies adopted by the competent authorities in the countries in which it operates. Campari Group also promotes the development of environmental sustainable behaviours⁴. Its plants operates according to the principles of environmental protection, energy efficiency and sustainability. The sustainable management of our suppliers' operations is also considered by Campari Group as a priority (read more on our Supplier Code⁵).

4. For further information read more on our QHSE Global Policy at «<http://www.camparigroup.com/en/sustainability/qhse-quality-health-safety-and-environment/qhse-policy>».

5. Read more at «<http://www.camparigroup.com/en/sustainability/responsible-sourcing-and-distribution>»